

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 7/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	1	Annual	\$18,919.00	\$19,381.00	\$19,845.00	\$20,298.00	\$20,766.00	\$21,224.00	\$21,685.00	\$22,337.00	\$22,673.00
		Bi-Wk	\$724.87	\$742.57	\$760.35	\$777.71	\$795.64	\$813.19	\$830.85	\$855.83	\$868.70
		Daily	\$72.49	\$74.26	\$76.04	\$77.78	\$79.57	\$81.32	\$83.09	\$85.59	\$86.87
		Hourly	\$9.07	\$9.29	\$9.51	\$9.73	\$9.95	\$10.17	\$10.39	\$10.70	\$10.86
CS	2	Annual	\$19,845.00	\$20,298.00	\$20,766.00	\$21,224.00	\$21,685.00	\$22,145.00	\$22,604.00	\$23,283.00	\$23,631.00
		Bi-Wk	\$760.35	\$777.71	\$795.64	\$813.19	\$830.85	\$848.47	\$866.06	\$892.07	\$905.41
		Daily	\$76.04	\$77.78	\$79.57	\$81.32	\$83.09	\$84.85	\$86.61	\$89.21	\$90.55
		Hourly	\$9.51	\$9.73	\$9.95	\$10.17	\$10.39	\$10.61	\$10.83	\$11.16	\$11.32
CS	3	Annual	\$20,298.00	\$20,766.00	\$21,224.00	\$21,685.00	\$22,145.00	\$22,604.00	\$23,061.00	\$23,753.00	\$24,111.00
		Bi-Wk	\$777.71	\$795.64	\$813.19	\$830.85	\$848.47	\$866.06	\$883.57	\$910.08	\$923.80
		Daily	\$77.78	\$79.57	\$81.32	\$83.09	\$84.85	\$86.61	\$88.36	\$91.01	\$92.38
		Hourly	\$9.73	\$9.95	\$10.17	\$10.39	\$10.61	\$10.83	\$11.05	\$11.38	\$11.55
CS	4	Annual	\$20,956.00	\$21,515.00	\$22,078.00	\$22,638.00	\$23,198.00	\$23,756.00	\$24,316.00	\$25,044.00	\$25,421.00
		Bi-Wk	\$802.92	\$824.33	\$845.91	\$867.36	\$888.82	\$910.20	\$931.65	\$959.55	\$973.99
		Daily	\$80.30	\$82.44	\$84.60	\$86.74	\$88.89	\$91.02	\$93.17	\$95.96	\$97.40
		Hourly	\$10.04	\$10.31	\$10.58	\$10.85	\$11.12	\$11.38	\$11.65	\$12.00	\$12.18
CS	5	Annual	\$21,484.00	\$22,078.00	\$22,670.00	\$23,259.00	\$23,848.00	\$24,438.00	\$25,035.00	\$25,786.00	\$26,175.00
		Bi-Wk	\$823.15	\$845.91	\$868.59	\$891.15	\$913.72	\$936.33	\$959.20	\$987.97	\$1,002.88
		Daily	\$82.32	\$84.60	\$86.86	\$89.12	\$91.38	\$93.64	\$95.92	\$98.80	\$100.29
		Hourly	\$10.29	\$10.58	\$10.86	\$11.14	\$11.43	\$11.71	\$11.99	\$12.35	\$12.54
CS	6	Annual	\$22,212.00	\$22,804.00	\$23,397.00	\$23,985.00	\$24,578.00	\$25,170.00	\$25,758.00	\$26,531.00	\$26,931.00
		Bi-Wk	\$851.04	\$873.72	\$896.44	\$918.97	\$941.69	\$964.37	\$986.90	\$1,016.52	\$1,031.84
		Daily	\$85.11	\$87.38	\$89.65	\$91.90	\$94.17	\$96.44	\$98.69	\$101.66	\$103.19
		Hourly	\$10.64	\$10.93	\$11.21	\$11.49	\$11.78	\$12.06	\$12.34	\$12.71	\$12.90
CS	7	Annual	\$22,865.00	\$23,462.00	\$24,047.00	\$24,641.00	\$25,234.00	\$25,823.00	\$26,412.00	\$27,203.00	\$27,613.00
		Bi-Wk	\$876.06	\$898.93	\$921.35	\$944.10	\$966.82	\$989.39	\$1,011.96	\$1,042.27	\$1,057.97
		Daily	\$87.61	\$89.90	\$92.14	\$94.41	\$96.69	\$98.94	\$101.20	\$104.23	\$105.80
		Hourly	\$10.96	\$11.24	\$11.52	\$11.81	\$12.09	\$12.37	\$12.65	\$13.03	\$13.23
CS	8	Annual	\$24,578.00	\$25,303.00	\$26,024.00	\$26,752.00	\$27,471.00	\$28,197.00	\$28,930.00	\$29,798.00	\$30,245.00
		Bi-Wk	\$941.69	\$969.47	\$997.09	\$1,024.99	\$1,052.53	\$1,080.35	\$1,108.43	\$1,141.69	\$1,158.82

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
		Daily	\$94.17	\$96.95	\$99.71	\$102.50	\$105.26	\$108.04	\$110.85	\$114.17	\$115.89
		Hourly	\$11.78	\$12.12	\$12.47	\$12.82	\$13.16	\$13.51	\$13.86	\$14.28	\$14.49
CS	9	Annual	\$25,330.00	\$26,088.00	\$26,839.00	\$27,603.00	\$28,357.00	\$29,109.00	\$29,871.00	\$30,766.00	\$31,230.00
		Bi-Wk	\$970.50	\$999.55	\$1,028.32	\$1,057.59	\$1,086.48	\$1,115.29	\$1,144.49	\$1,178.78	\$1,196.56
		Daily	\$97.05	\$99.96	\$102.84	\$105.76	\$108.65	\$111.53	\$114.45	\$117.88	\$119.66
		Hourly	\$12.14	\$12.50	\$12.86	\$13.22	\$13.59	\$13.95	\$14.31	\$14.74	\$14.96
CS	10	Annual	\$26,150.00	\$26,941.00	\$27,729.00	\$28,521.00	\$29,311.00	\$30,111.00	\$30,941.00	\$31,869.00	\$32,349.00
		Bi-Wk	\$1,001.92	\$1,032.23	\$1,062.42	\$1,092.76	\$1,123.03	\$1,153.68	\$1,185.48	\$1,221.04	\$1,239.43
		Daily	\$100.20	\$103.23	\$106.25	\$109.28	\$112.31	\$115.37	\$118.55	\$122.11	\$123.95
		Hourly	\$12.53	\$12.91	\$13.29	\$13.66	\$14.04	\$14.43	\$14.82	\$15.27	\$15.50
CS	11	Annual	\$26,979.00	\$27,800.00	\$28,622.00	\$29,447.00	\$30,295.00	\$31,160.00	\$32,022.00	\$32,982.00	\$33,480.00
		Bi-Wk	\$1,033.68	\$1,065.14	\$1,096.63	\$1,128.24	\$1,160.73	\$1,193.87	\$1,226.90	\$1,263.68	\$1,282.76
		Daily	\$103.37	\$106.52	\$109.67	\$112.83	\$116.08	\$119.39	\$122.69	\$126.37	\$128.28
		Hourly	\$12.93	\$13.32	\$13.71	\$14.11	\$14.51	\$14.93	\$15.34	\$15.80	\$16.04
CS	12	Annual	\$27,856.00	\$28,709.00	\$29,566.00	\$30,454.00	\$31,350.00	\$32,248.00	\$33,148.00	\$34,143.00	\$34,657.00
		Bi-Wk	\$1,067.28	\$1,099.97	\$1,132.80	\$1,166.82	\$1,201.15	\$1,235.56	\$1,270.04	\$1,308.17	\$1,327.86
		Daily	\$106.73	\$110.00	\$113.28	\$116.69	\$120.12	\$123.56	\$127.01	\$130.82	\$132.79
		Hourly	\$13.35	\$13.75	\$14.16	\$14.59	\$15.02	\$15.45	\$15.88	\$16.36	\$16.60
CS	13	Annual	\$29,426.00	\$30,507.00	\$31,602.00	\$32,696.00	\$33,795.00	\$34,891.00	\$35,990.00	\$37,069.00	\$37,628.00
		Bi-Wk	\$1,127.44	\$1,168.86	\$1,210.81	\$1,252.73	\$1,294.83	\$1,336.82	\$1,378.93	\$1,420.27	\$1,441.69
		Daily	\$112.75	\$116.89	\$121.09	\$125.28	\$129.49	\$133.69	\$137.90	\$142.03	\$144.17
		Hourly	\$14.10	\$14.62	\$15.14	\$15.66	\$16.19	\$16.72	\$17.24	\$17.76	\$18.03
CS	14	Annual	\$30,803.00	\$31,935.00	\$33,069.00	\$34,200.00	\$35,325.00	\$36,457.00	\$37,587.00	\$38,715.00	\$39,297.00
		Bi-Wk	\$1,180.20	\$1,223.57	\$1,267.02	\$1,310.35	\$1,353.45	\$1,396.82	\$1,440.12	\$1,483.34	\$1,505.64
		Daily	\$118.02	\$122.36	\$126.71	\$131.04	\$135.35	\$139.69	\$144.02	\$148.34	\$150.57
		Hourly	\$14.76	\$15.30	\$15.84	\$16.38	\$16.92	\$17.47	\$18.01	\$18.55	\$18.83
CS	15	Annual	\$32,280.00	\$33,447.00	\$34,612.00	\$35,772.00	\$36,940.00	\$38,106.00	\$39,278.00	\$40,455.00	\$41,062.00
		Bi-Wk	\$1,236.79	\$1,281.50	\$1,326.14	\$1,370.58	\$1,415.33	\$1,460.00	\$1,504.91	\$1,550.00	\$1,573.26
		Daily	\$123.68	\$128.15	\$132.62	\$137.06	\$141.54	\$146.00	\$150.50	\$155.00	\$157.33
		Hourly	\$15.46	\$16.02	\$16.58	\$17.14	\$17.70	\$18.25	\$18.82	\$19.38	\$19.67

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CS	16	Annual	\$33,856.00	\$35,057.00	\$36,257.00	\$37,450.00	\$38,649.00	\$39,851.00	\$41,048.00	\$42,279.00	\$42,915.00
		Bi-Wk	\$1,297.17	\$1,343.19	\$1,389.16	\$1,434.87	\$1,480.81	\$1,526.86	\$1,572.73	\$1,619.89	\$1,644.26
		Daily	\$129.72	\$134.32	\$138.92	\$143.49	\$148.09	\$152.69	\$157.28	\$161.99	\$164.43
		Hourly	\$16.22	\$16.79	\$17.37	\$17.94	\$18.52	\$19.09	\$19.66	\$20.25	\$20.56
CS	17	Annual	\$35,533.00	\$36,764.00	\$37,998.00	\$39,232.00	\$40,464.00	\$41,695.00	\$42,933.00	\$44,222.00	\$44,887.00
		Bi-Wk	\$1,361.42	\$1,408.59	\$1,455.87	\$1,503.15	\$1,550.35	\$1,597.51	\$1,644.95	\$1,694.33	\$1,719.81
		Daily	\$136.15	\$140.86	\$145.59	\$150.32	\$155.04	\$159.76	\$164.50	\$169.44	\$171.99
		Hourly	\$17.02	\$17.61	\$18.20	\$18.79	\$19.38	\$19.97	\$20.57	\$21.18	\$21.50
CS	18	Annual	\$37,324.00	\$38,582.00	\$39,851.00	\$41,116.00	\$42,380.00	\$43,642.00	\$44,907.00	\$46,256.00	\$46,951.00
		Bi-Wk	\$1,430.04	\$1,478.24	\$1,526.86	\$1,575.33	\$1,623.76	\$1,672.11	\$1,720.58	\$1,772.27	\$1,798.89
		Daily	\$143.01	\$147.83	\$152.69	\$157.54	\$162.38	\$167.22	\$172.06	\$177.23	\$179.89
		Hourly	\$17.88	\$18.48	\$19.09	\$19.70	\$20.30	\$20.91	\$21.51	\$22.16	\$22.49
CS	19	Annual	\$39,162.00	\$40,464.00	\$41,765.00	\$43,067.00	\$44,371.00	\$45,670.00	\$46,969.00	\$48,378.00	\$49,107.00
		Bi-Wk	\$1,500.46	\$1,550.35	\$1,600.20	\$1,650.08	\$1,700.04	\$1,749.81	\$1,799.58	\$1,853.57	\$1,881.50
		Daily	\$150.05	\$155.04	\$160.02	\$165.01	\$170.01	\$174.99	\$179.96	\$185.36	\$188.15
		Hourly	\$18.76	\$19.38	\$20.01	\$20.63	\$21.26	\$21.88	\$22.50	\$23.17	\$23.52
CS	20	Annual	\$41,153.00	\$42,489.00	\$43,818.00	\$45,151.00	\$46,483.00	\$47,821.00	\$49,151.00	\$50,624.00	\$51,386.00
		Bi-Wk	\$1,576.75	\$1,627.94	\$1,678.86	\$1,729.93	\$1,780.96	\$1,832.23	\$1,883.19	\$1,939.62	\$1,968.82
		Daily	\$157.68	\$162.80	\$167.89	\$173.00	\$178.10	\$183.23	\$188.32	\$193.97	\$196.89
		Hourly	\$19.71	\$20.35	\$20.99	\$21.63	\$22.27	\$22.91	\$23.54	\$24.25	\$24.62
CS	21	Annual	\$43,183.00	\$44,562.00	\$45,923.00	\$47,292.00	\$48,665.00	\$50,031.00	\$51,403.00	\$52,946.00	\$53,742.00
		Bi-Wk	\$1,654.53	\$1,707.36	\$1,759.51	\$1,811.96	\$1,864.56	\$1,916.90	\$1,969.47	\$2,028.59	\$2,059.09
		Daily	\$165.46	\$170.74	\$175.96	\$181.20	\$186.46	\$191.69	\$196.95	\$202.86	\$205.91
		Hourly	\$20.69	\$21.35	\$22.00	\$22.65	\$23.31	\$23.97	\$24.62	\$25.36	\$25.74
CS	22	Annual	\$44,371.00	\$45,993.00	\$47,618.00	\$49,241.00	\$50,871.00	\$52,495.00	\$54,121.00	\$55,745.00	\$56,583.00
		Bi-Wk	\$1,700.04	\$1,762.19	\$1,824.45	\$1,886.63	\$1,949.09	\$2,011.31	\$2,073.61	\$2,135.83	\$2,167.94
		Daily	\$170.01	\$176.22	\$182.45	\$188.67	\$194.91	\$201.14	\$207.37	\$213.59	\$216.80
		Hourly	\$21.26	\$22.03	\$22.81	\$23.59	\$24.37	\$25.15	\$25.93	\$26.70	\$27.10
CS	23	Annual	\$46,471.00	\$48,164.00	\$49,855.00	\$51,548.00	\$53,247.00	\$54,935.00	\$56,626.00	\$58,326.00	\$59,204.00

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		Bi-Wk	\$1,780.50	\$1,845.37	\$1,910.16	\$1,975.02	\$2,040.12	\$2,104.79	\$2,169.58	\$2,234.72	\$2,268.36
		Daily	\$178.05	\$184.54	\$191.02	\$197.51	\$204.02	\$210.48	\$216.96	\$223.48	\$226.84
		Hourly	\$22.26	\$23.07	\$23.88	\$24.69	\$25.51	\$26.31	\$27.12	\$27.94	\$28.36
CS	24	Annual	\$48,706.00	\$50,470.00	\$52,237.00	\$53,999.00	\$55,766.00	\$57,530.00	\$59,294.00	\$61,071.00	\$61,992.00
		Bi-Wk	\$1,866.14	\$1,933.72	\$2,001.42	\$2,068.93	\$2,136.63	\$2,204.22	\$2,271.81	\$2,339.89	\$2,375.18
		Daily	\$186.62	\$193.38	\$200.15	\$206.90	\$213.67	\$220.43	\$227.19	\$233.99	\$237.52
		Hourly	\$23.33	\$24.18	\$25.02	\$25.87	\$26.71	\$27.56	\$28.40	\$29.25	\$29.69
CS	25	Annual	\$51,086.00	\$52,915.00	\$54,745.00	\$56,572.00	\$58,406.00	\$60,234.00	\$62,062.00	\$63,925.00	\$64,886.00
		Bi-Wk	\$1,957.32	\$2,027.40	\$2,097.51	\$2,167.51	\$2,237.78	\$2,307.82	\$2,377.86	\$2,449.24	\$2,486.06
		Daily	\$195.74	\$202.74	\$209.76	\$216.76	\$223.78	\$230.79	\$237.79	\$244.93	\$248.61
		Hourly	\$24.47	\$25.35	\$26.22	\$27.10	\$27.98	\$28.85	\$29.73	\$30.62	\$31.08
CS	26	Annual	\$53,600.00	\$55,497.00	\$57,396.00	\$59,294.00	\$61,195.00	\$63,094.00	\$64,987.00	\$66,937.00	\$67,944.00
		Bi-Wk	\$2,053.64	\$2,126.33	\$2,199.09	\$2,271.81	\$2,344.64	\$2,417.40	\$2,489.93	\$2,564.64	\$2,603.22
		Daily	\$205.37	\$212.64	\$219.91	\$227.19	\$234.47	\$241.74	\$249.00	\$256.47	\$260.33
		Hourly	\$25.68	\$26.58	\$27.49	\$28.40	\$29.31	\$30.22	\$31.13	\$32.06	\$32.55
CS	27	Annual	\$56,260.00	\$58,229.00	\$60,192.00	\$62,151.00	\$64,116.00	\$66,078.00	\$68,047.00	\$70,087.00	\$71,141.00
		Bi-Wk	\$2,155.56	\$2,231.00	\$2,306.21	\$2,381.27	\$2,456.56	\$2,531.73	\$2,607.17	\$2,685.33	\$2,725.71
		Daily	\$215.56	\$223.10	\$230.63	\$238.13	\$245.66	\$253.18	\$260.72	\$268.54	\$272.58
		Hourly	\$26.95	\$27.89	\$28.83	\$29.77	\$30.71	\$31.65	\$32.59	\$33.57	\$34.08
CS	28	Annual	\$59,144.00	\$61,134.00	\$63,163.00	\$65,198.00	\$67,228.00	\$69,265.00	\$71,291.00	\$73,431.00	\$74,536.00
		Bi-Wk	\$2,266.06	\$2,342.30	\$2,420.04	\$2,498.01	\$2,575.79	\$2,653.84	\$2,731.46	\$2,813.45	\$2,855.79
		Daily	\$226.61	\$234.23	\$242.01	\$249.81	\$257.58	\$265.39	\$273.15	\$281.35	\$285.58
		Hourly	\$28.33	\$29.28	\$30.26	\$31.23	\$32.20	\$33.18	\$34.15	\$35.17	\$35.70
CS	29	Annual	\$59,672.00	\$61,908.00	\$64,147.00	\$66,391.00	\$68,631.00	\$70,867.00	\$73,106.00	\$75,299.00	\$76,433.00
		Bi-Wk	\$2,286.29	\$2,371.96	\$2,457.74	\$2,543.72	\$2,629.55	\$2,715.22	\$2,801.00	\$2,885.02	\$2,928.47
		Daily	\$228.63	\$237.20	\$245.78	\$254.38	\$262.96	\$271.53	\$280.10	\$288.51	\$292.85
		Hourly	\$28.58	\$29.65	\$30.73	\$31.80	\$32.87	\$33.95	\$35.02	\$36.07	\$36.61
CS	30	Annual	\$62,062.00	\$64,366.00	\$66,677.00	\$68,973.00	\$71,281.00	\$73,589.00	\$75,890.00	\$78,167.00	\$79,346.00
		Bi-Wk	\$2,377.86	\$2,466.14	\$2,554.68	\$2,642.65	\$2,731.08	\$2,819.51	\$2,907.67	\$2,994.91	\$3,040.08
		Daily	\$237.79	\$246.62	\$255.47	\$264.27	\$273.11	\$281.96	\$290.77	\$299.50	\$304.01

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		Hourly	\$29.73	\$30.83	\$31.94	\$33.04	\$34.14	\$35.25	\$36.35	\$37.44	\$38.01
CS	31	Annual	\$64,552.00	\$66,926.00	\$69,300.00	\$71,674.00	\$74,044.00	\$76,419.00	\$78,786.00	\$81,150.00	\$82,371.00
		Bi-Wk	\$2,473.26	\$2,564.22	\$2,655.18	\$2,746.14	\$2,836.94	\$2,927.94	\$3,018.63	\$3,109.20	\$3,155.98
		Daily	\$247.33	\$256.43	\$265.52	\$274.62	\$283.70	\$292.80	\$301.87	\$310.92	\$315.60
		Hourly	\$30.92	\$32.06	\$33.19	\$34.33	\$35.47	\$36.60	\$37.74	\$38.87	\$39.45
CS	32	Annual	\$67,143.00	\$69,580.00	\$72,013.00	\$74,457.00	\$76,896.00	\$79,330.00	\$81,777.00	\$84,230.00	\$85,497.00
		Bi-Wk	\$2,572.53	\$2,665.91	\$2,759.12	\$2,852.76	\$2,946.21	\$3,039.47	\$3,133.22	\$3,227.21	\$3,275.75
		Daily	\$257.26	\$266.60	\$275.92	\$285.28	\$294.63	\$303.95	\$313.33	\$322.73	\$327.58
		Hourly	\$32.16	\$33.33	\$34.49	\$35.66	\$36.83	\$38.00	\$39.17	\$40.35	\$40.95
CS	33	Annual	\$69,844.00	\$72,349.00	\$74,859.00	\$77,362.00	\$79,869.00	\$82,371.00	\$84,883.00	\$87,429.00	\$88,746.00
		Bi-Wk	\$2,676.02	\$2,772.00	\$2,868.17	\$2,964.07	\$3,060.12	\$3,155.98	\$3,252.23	\$3,349.78	\$3,400.23
		Daily	\$267.61	\$277.20	\$286.82	\$296.41	\$306.02	\$315.60	\$325.23	\$334.98	\$340.03
		Hourly	\$33.46	\$34.65	\$35.86	\$37.06	\$38.26	\$39.45	\$40.66	\$41.88	\$42.51
CS	34	Annual	\$72,721.00	\$75,297.00	\$77,868.00	\$80,448.00	\$83,018.00	\$85,595.00	\$88,167.00	\$90,811.00	\$92,180.00
		Bi-Wk	\$2,786.25	\$2,884.95	\$2,983.45	\$3,082.30	\$3,180.77	\$3,279.51	\$3,378.05	\$3,479.35	\$3,531.81
		Daily	\$278.63	\$288.50	\$298.35	\$308.23	\$318.08	\$327.96	\$337.81	\$347.94	\$353.19
		Hourly	\$34.83	\$36.07	\$37.30	\$38.53	\$39.76	\$41.00	\$42.23	\$43.50	\$44.15
CS	35	Annual	\$75,712.00	\$78,348.00	\$80,990.00	\$83,632.00	\$86,271.00	\$88,909.00	\$91,545.00	\$94,292.00	\$95,707.00
		Bi-Wk	\$2,900.85	\$3,001.84	\$3,103.07	\$3,204.30	\$3,305.41	\$3,406.48	\$3,507.48	\$3,612.73	\$3,666.94
		Daily	\$290.09	\$300.19	\$310.31	\$320.43	\$330.55	\$340.65	\$350.75	\$361.28	\$366.70
		Hourly	\$36.27	\$37.53	\$38.79	\$40.06	\$41.32	\$42.59	\$43.85	\$45.16	\$45.84
CS	36	Annual	\$78,856.00	\$81,563.00	\$84,275.00	\$86,981.00	\$89,690.00	\$92,395.00	\$95,105.00	\$97,957.00	\$99,428.00
		Bi-Wk	\$3,021.31	\$3,125.02	\$3,228.93	\$3,332.61	\$3,436.40	\$3,540.04	\$3,643.87	\$3,753.15	\$3,809.51
		Daily	\$302.14	\$312.51	\$322.90	\$333.27	\$343.64	\$354.01	\$364.39	\$375.32	\$380.96
		Hourly	\$37.77	\$39.07	\$40.37	\$41.66	\$42.96	\$44.26	\$45.55	\$46.92	\$47.62
CS	37	Annual	\$82,130.00	\$84,914.00	\$87,696.00	\$90,474.00	\$93,258.00	\$96,039.00	\$98,819.00	\$101,784.00	\$103,311.00
		Bi-Wk	\$3,146.75	\$3,253.41	\$3,360.00	\$3,466.44	\$3,573.11	\$3,679.66	\$3,786.17	\$3,899.78	\$3,958.28
		Daily	\$314.68	\$325.35	\$336.00	\$346.65	\$357.32	\$367.97	\$378.62	\$389.98	\$395.83
		Hourly	\$39.34	\$40.67	\$42.00	\$43.34	\$44.67	\$46.00	\$47.33	\$48.75	\$49.48

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 7/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	38	Annual	\$85,523.00	\$88,363.00	\$91,217.00	\$94,062.00	\$96,910.00	\$99,761.00	\$102,606.00	\$105,684.00	\$107,271.00
		Bi-Wk	\$3,276.75	\$3,385.56	\$3,494.91	\$3,603.91	\$3,713.03	\$3,822.27	\$3,931.27	\$4,049.20	\$4,110.00
		Daily	\$327.68	\$338.56	\$349.50	\$360.40	\$371.31	\$382.23	\$393.13	\$404.92	\$411.00
		Hourly	\$40.96	\$42.32	\$43.69	\$45.05	\$46.42	\$47.78	\$49.15	\$50.62	\$51.38
CS	39	Annual	\$89,178.00	\$91,991.00	\$94,908.00	\$97,830.00	\$100,744.00	\$103,657.00	\$106,571.00	\$109,769.00	\$111,416.00
		Bi-Wk	\$3,416.79	\$3,524.56	\$3,636.33	\$3,748.28	\$3,859.93	\$3,971.54	\$4,083.19	\$4,205.71	\$4,268.82
		Daily	\$341.68	\$352.46	\$363.64	\$374.83	\$386.00	\$397.16	\$408.32	\$420.58	\$426.89
		Hourly	\$42.71	\$44.06	\$45.46	\$46.86	\$48.25	\$49.65	\$51.04	\$52.58	\$53.37
CS	40	Annual	\$92,786.00	\$95,766.00	\$98,749.00	\$101,722.00	\$104,701.00	\$107,681.00	\$110,654.00	\$113,975.00	\$115,686.00
		Bi-Wk	\$3,555.02	\$3,669.20	\$3,783.49	\$3,897.40	\$4,011.54	\$4,125.71	\$4,239.62	\$4,366.86	\$4,432.42
		Daily	\$355.51	\$366.92	\$378.35	\$389.74	\$401.16	\$412.58	\$423.97	\$436.69	\$443.25
		Hourly	\$44.44	\$45.87	\$47.30	\$48.72	\$50.15	\$51.58	\$53.00	\$54.59	\$55.41
CS	41	Annual	\$96,675.00	\$99,727.00	\$102,771.00	\$105,821.00	\$108,873.00	\$111,917.00	\$114,969.00	\$118,419.00	\$120,196.00
		Bi-Wk	\$3,704.03	\$3,820.96	\$3,937.59	\$4,054.45	\$4,171.38	\$4,288.01	\$4,404.95	\$4,537.13	\$4,605.22
		Daily	\$370.41	\$382.10	\$393.76	\$405.45	\$417.14	\$428.81	\$440.50	\$453.72	\$460.53
		Hourly	\$46.31	\$47.77	\$49.22	\$50.69	\$52.15	\$53.61	\$55.07	\$56.72	\$57.57
CS	42	Annual	\$100,706.00	\$103,820.00	\$106,937.00	\$110,053.00	\$113,171.00	\$116,290.00	\$119,407.00	\$122,990.00	\$124,834.00
		Bi-Wk	\$3,858.47	\$3,977.78	\$4,097.21	\$4,216.60	\$4,336.06	\$4,455.56	\$4,574.99	\$4,712.27	\$4,782.92
		Daily	\$385.85	\$397.78	\$409.73	\$421.66	\$433.61	\$445.56	\$457.50	\$471.23	\$478.30
		Hourly	\$48.24	\$49.73	\$51.22	\$52.71	\$54.21	\$55.70	\$57.19	\$58.91	\$59.79
CS	43	Annual	\$104,975.00	\$108,161.00	\$111,335.00	\$114,513.00	\$117,697.00	\$120,874.00	\$124,055.00	\$127,775.00	\$129,692.00
		Bi-Wk	\$4,022.04	\$4,144.10	\$4,265.71	\$4,387.48	\$4,509.47	\$4,631.19	\$4,753.07	\$4,895.60	\$4,969.05
		Daily	\$402.21	\$414.41	\$426.58	\$438.75	\$450.95	\$463.12	\$475.31	\$489.56	\$496.91
		Hourly	\$50.28	\$51.81	\$53.33	\$54.85	\$56.37	\$57.89	\$59.42	\$61.20	\$62.12